

March 14, 1986

Ms. Patricia A. Friend, Chairperson
UAL/AFA Master Executive Council
Association of Flight Attendants
10700 W. Higgins Road, Suite 200
Rosemont, IL 60018

Dear Ms. Friend:

This will confirm the commitment made by UAL, Inc. and United Airlines in the negotiations leading to the 1986-87 Flight Attendant Agreement.

1. A. Except as specifically provided in the Foreign National side letter, neither UAL, Inc., United Airlines, nor a successor, assign, or subsidiary thereof (hereinafter referred to as the "Company"), will, if such entity has a controlling interest, whether acting individually or jointly with any of the above entities, conduct any commercial flight operations of the type historically performed by United Airlines Flight Attendants, unless it performs such work with Flight Attendants on the United Airlines System Seniority List. Such flying shall be performed in accordance with the terms and conditions of the existing agreement or any other applicable agreement or agreements between the Company and the Union.
- B. Without limiting the foregoing, the Company agrees not to establish or purchase an alter-ego airline in whole or in part.
- C. Notwithstanding Paragraph 1.A., to the extent permitted by law, the Company will recognize the AFA as the exclusive bargaining representative for the Flight Attendants on any commuter airline (primary 135 carrier) which it establishes or purchases in whole or in significant part. Upon recognition, the AFA and the Company agree to negotiate in a timely fashion a competitive agreement no less favorable than area standard contracts for similar flying operations.

2. This Letter of Agreement shall run concurrent with the 1986-87 Collective Bargaining Agreement. Neither the Company nor the Union shall file a Section 6 notice to change this Letter of Agreement during the term of the next contract.

Sincerely,

/s/ David L. Pringle
David L. Pringle
Senior Vice President
Human Resources

/s/ Richard J. Ferris
Richard J. Ferris
Chairman
UAL, Inc.

Accepted and agreed to
this 14th day of
March, 1986

/s/ Patricia A. Friend
Patricia A. Friend, Chairperson
UAL/AFA Master Executive Council

/s/ Linda A. Puchala
Linda A. Puchala, President
Association of Flight Attendants